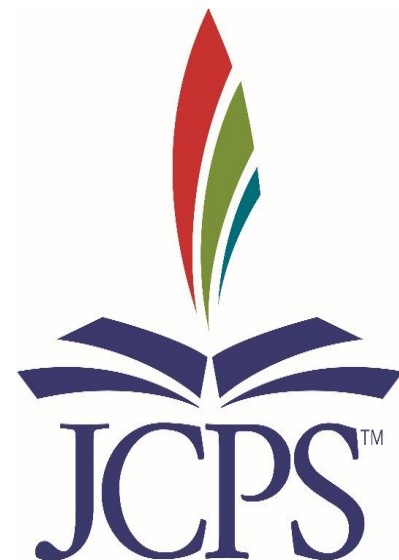


Organizational Chart & Job Description Proposal, Phase III

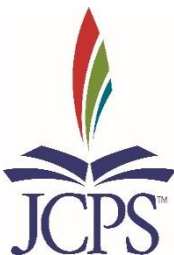
May 8, 2018



Jefferson County Board of Education Meeting

Priorities

- Improve culture and climate
- Increase student learning
- Improve organizational coherence



Council of the Great City Schools

- CGCS team made multiple recommendations
- Phase I and II (March and April Board Meetings): Reorganize cabinet and align departments per recommendations in order to better support schools and increase student learning
- Phase III (5/8 Board Meeting):
 - Add positions from CGCS report recommendations
 - Change reporting relationships to improve organizational coherence
 - Make corrections, change titles, adjust salary grades

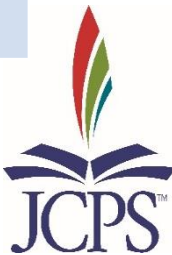
Summary of Organizational Chart Changes

DIVISION/DEPARTMENT	CHANGE
Superintendent	<ul style="list-style-type: none">• Add: Director of Internal Audit• Move Auditors (3) from CFO to Director of Internal Audit• Add: Clerk III
Academics – School Culture and Climate	<ul style="list-style-type: none">• Move: Supervisor Attendance Systems/Data Control/Student Records to Director of Pupil Personnel
Academics – English Second Language	<ul style="list-style-type: none">• Add: One Resource Teacher (ESL)
Academics – Transition Readiness	<ul style="list-style-type: none">• Add: Specialist II (removed in error on 3/27/2018)
Academics – Exceptional Child Education	<ul style="list-style-type: none">• Add: Placement Specialist (to correct error from 2017)



Summary of Organizational Chart Changes

DIVISION/DEPARTMENT	CHANGE
Communications & Community Relations	<ul style="list-style-type: none">• Add: Executive Administrator Government & Community Relations• Move: Supervisor Call Center to Manager Marketing & Outreach
Human Resources	<ul style="list-style-type: none">• Move: Secretary III to Director Human Resources from Specialist Administrator Recruitment• Move: Support Services Aide to Chief Human Resources Officer from Chief Operations Officer
Operations	<ul style="list-style-type: none">• Move: one Coordinator Support Services to Coordinator Support Services & Special Projects
Diversity, Equity & Poverty	<ul style="list-style-type: none">• Move: Specialist II to Chief Equity Officer from Director of Personnel Recruitment & Staffing
Information Technology	<ul style="list-style-type: none">• Add one Field Services Engineer



Next Steps

- Review Management Audit findings
- Finalize changes for July 1

